

News from Around the Globe



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Globe District Newsletter

Coach's Corner, Rick Powers

As we close out another year, I reflect on all the accomplishments and am proud of all the things you have done on behalf of the citizens of Arizona. We survived wildfires, floods, landslides, vehicular accidents, and incidents. We have completed many successful construction projects, many new development permits have been completed, and maintenance has done an outstanding job throughout the year. **I say Thank You for your dedication and hard work!** We look forward to 2006 as another successful year, we will have many challenges and we will meet these with the best of our abilities.



Safety

I am proud to say that we have achieved approximately 50% improvement in Lost Days and Lost Time and our Incident Rate is nearly 20% above last year. We had a successful safety recognition in October to acknowledge and celebrate our accomplishments. With the upcoming holiday season please remember to watch for the safety of yourself, your family and your co-workers.

I wish you and your families a happy and safe holiday season.....

Happy Holidays....

District Wide Maintenance

Maintenance Survey....

It has been a couple of months since the maintenance employees were asked to take a survey and to be candid with their input. Thanks to all who participated. This is a very good way for supervisors and managers to see how we are doing and get a pulse for our employees. It also enables us to evaluate our current practices and efforts and adjust, if needed, our direction or travel. After Jo Ann received, entered and tabulated the results, the data was provided to me, and in turn I presented the information to the supervisors. We spoke about the results and how we should proceed from here. I will be sending complete packages out to the Orgs so that all the data and information can be shared and reviewed by everyone. For sake of room I will touch on only some of the points.

Each maintenance person was asked to answer these five questions on a scale of 1 to 5. Do you feel you are provided the tools to accomplish the job assignments you are assigned within your job classification? Do you feel you receive work

method training to perform your duties within your classification?

Do you understand how your work output affects the over-all success or failure of the agency? Is your direct supervisor providing clear expectations for you concerning work method and work behavior? Are you recognized for your contribution that helps the agency and your work unit successful? Then they were asked to identify the top 3 things that keep them working for ADOT, If you could change one thing in your work group what would it be, Do you do everything in your control to make the agency successful, If no what would motivate you to start and how many years service do you have. I also asked the supervisors to take the survey from both an employee perspective as well from a supervisor's perspective. If an Org would like to review the results in an open format I will be very happy to come out to the Orgs and go through the data together. Here are the Percentages on the 1-5 ratings from employees: #1-65%, #2-68.7%, #3-69.7%, #4-69%, #5-53.7%. In keeping with our

goals we can see we have not reached perfection yet so continuous improvement is something we must have as a goal always. It is easy to see we can improve in recognizing each other's contributions as well as providing the tools needed for success and room to improve in the other three areas as well. It was interesting to see that out of the 60 front line employees who were surveyed that 5 stated they were not doing all they could within their control to help the agency and work group be successful. Also one out of the 6 supervisors said no as well. The top reasons that employees stay working for ADOT were Family/Quality of life/Time off (40), Work Opportunities/Type of work (32), Benefits /Insurance (29), Security/Steady Job/Steady Paycheck (23), Retirement/Years of service (14), supervisor or co-workers (12), Pay/Lack of Pay/Pay scale(10). Years of service date was 32 out of 60 have been

here less than 5 years, 21 have been here between 5-10 years, 6 over 10 years. One stated that this is a joke; they won't do anything about this survey. Take time to review these and talk about them. Unless we all become willing to accept input and make adjustments, knowing it is for the greater good, things will never change. If we are self centered, self-serving and lose site of what a public employee really is, a servant, then we will be truly miserable in our jobs, which is to serve and provide service to all the users of our systems which we maintain. Keep up the great effort and know you truly are making a difference and we, the agency, is truly working hard to make this an even better place to work. Thanks again for your participation and know we will work toward improving and enhancing our service to you while performing the outlined duties of our jobs to the agency. **Don't forget-Safety is the way we work.**



PERMITS by “Right of Way” Robert

As the year ends, Permits continues to be very busy with the vigorous growth in the Northern Region of our District and permitting of utilities within ADOT construction project in the Southern Region.

Tamera will be completing her first year in the Show Low Office. I appreciate the support she has received from everyone in the Northern Region. Tamera came from Tucson Signals Group, I'm sure she has a whole new perception of the important work we have within our District.

We have brought back two return retirees to help with large permit inspections. Tom Kent, with over 30 years of ADOT experience, provides inspection services in the Southern Region and Jack Hill, with over 25 years of ADOT experience, to help up North. Both employees are a big help and the plan is to continue using their expertise on upcoming permits as needed. As they

inspect permit work, I will ask them to stay in contact with the appropriate Maintenance Org. where the permitted work is taking place.

I have asked Romolo Madrid to take over the permits coordination of the Adopt A Highway (AAH) Program. He has been working on the Southern Region AAH Program for one year. He is doing a great job, and now I have asked for his assistance with the AAH Program in the Northern Region. Nothing will change with the AAH process for the Maintenance Orgs other than you will be receiving copies of AAH Permits from Romolo and at times will receive call from him concerning a permit. He will maintain the permit files and making contacts to permittees to make sure they are meeting the pick-up requirements.

The Statewide Permits Team has been tasked with providing a Storm Water Pollution Prevention Plan (SWPPP) for

encroachment permits that impact one acre or more by January 2006. The last half of this year, the Teams focus has been on the SWPPP Permit Process. We did form a sub-team in July that started working with a consultant to create a guidelines document. The team did meet the December deadline; we have the draft document being reviewed by the AG's Office, which will then go to Arizona Department of Environmental Quality (ADEQ) for approval.

This process only impacts permitting and not any maintenance activity. Permits

will require proper SWPPP paperwork prior to issuing a permit that meets the criteria for ADEQ notification. Included in the criteria will be proper erosion control and seeding during and after a permit is complete. We are attempting to work thru this process with utilities at this time. Utilities Companies are aware of these requirements, so, hopefully we can get permits out in a timely manner. Wish us luck!

Have a Merry Christmas,
Happy New Year

.....and be safe
on and off the job.

SEASON'S GREETINGS

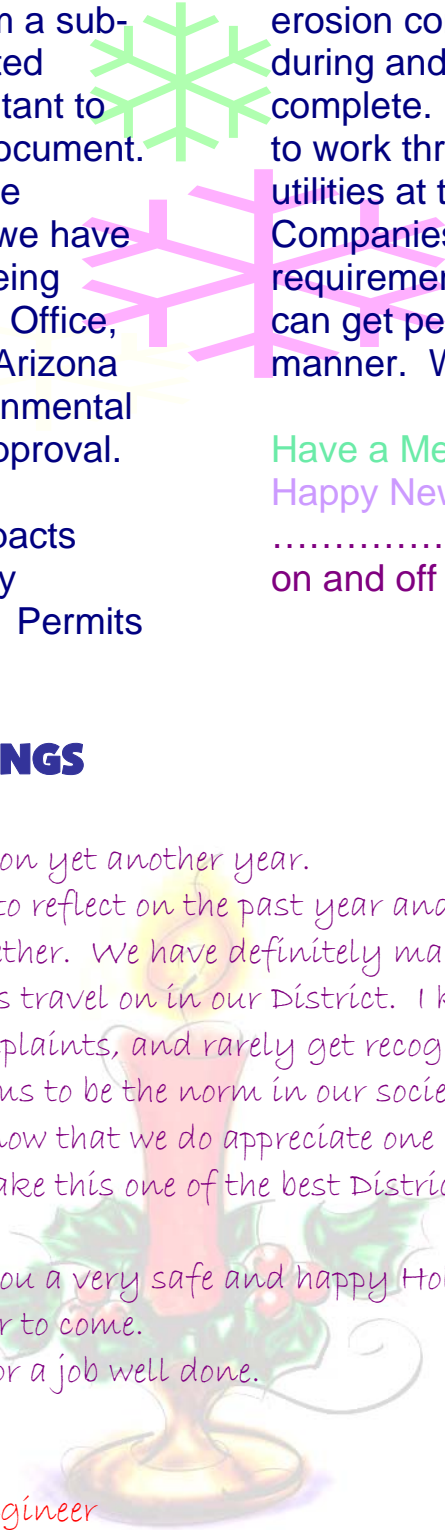
Well we are closing in on yet another year.

Please take a moment to reflect on the past year and be proud of what we have accomplished together. We have definitely made an impact on the highways that all of us travel on in our District. I know that we only seem to hear about complaints, and rarely get recognized for our successes, but that seems to be the norm in our society. Lets try to do our best to let each other know that we do appreciate one another and the efforts that are put forth to make this one of the best Districts in the State to work.

Here's wishing all of you a very safe and happy Holiday season and best wishes for the New Year to come.

Thanks to all of you for a job well done.

Mark Guerena
Southern Regional Engineer



The Rock Runners - Org 8353

Not too much going on in Superior. We are busy trying to get ready for the cold weather. We always have more rocks then anything else. I think we need stipend for rock plowing and also the dangers us AA's face in the office environment (Huh Tim). Especially when you work with Dennis!!!! Ha Ha

We are getting ready to have our Hwy Maintenance Tech III interviews on November 28th.

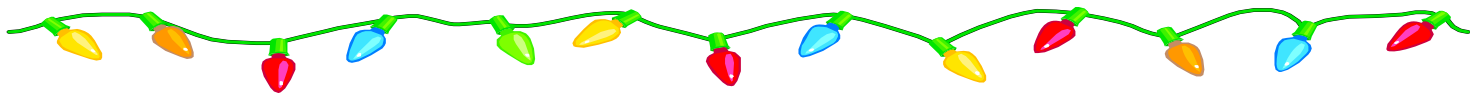
We will be testing out the injection system Crafcro offers for potholes, alligator cracking ect. We will be doing the testing on Hwy 60 in the area of M.P. 236. We have had severe potholing in the past in this area. So we will see what happens.

All of our Tech's have received there simulator training. Everyone commented on what a great tool this was for our district. We had nothing but positive feed back from it. We wanted to thank Jo Ann and her crew of trainers for all their hard work.

We have had several birthdays John Mata and Brad Bowyer on November 7th and Anthony Riddering on October 26th.

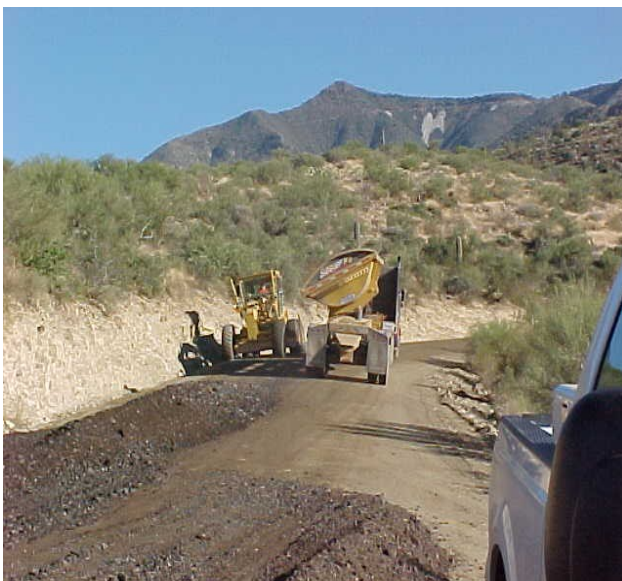
HAPPY BIRTHDAY GUYS!!!!!!!!!!!!!!!!!!!!

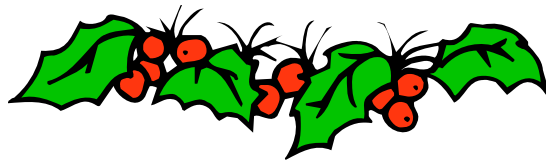
I just wanted to wish everyone a Very Merry Christmas and a Happy New Year.



News from Roosevelt

Well, the new section of the 188 alignment from Devore Wash to the bottom of the hill is now open for business. As of this news article the contractor and ADOT are currently in the process of milling the old paved section and hauling it up on SR 288, where it is being laid out from the A+ road on up to its tie in spot where the last millings haul project ended. Many of you will remember that effort. It was a combined accomplishment of all the orgs within the District and done over two different time periods. The end result should be paved roadway all the way up to the top of the hill above the Parker Creek Maintenance Camp. Below are a couple of pictures I took of the effort. I'm sure as a result my phone will be ringing off the hook with job offers from the staff down at Arizona Highways Magazine for cover photos, don't ya think?





Springerville...

The employee status for Springerville Maintenance has remained the same since we hired David Pulsipher, April 23, 2005. David comes to ADOT from the private sector.

Springerville Maintenance did a snowplow presentation at the Round Valley Primary School on November 3. Just fewer than 400 students were present. Thank you crew for readying the equipment for the presentation, assisting the students on and off equipment and handing out the goody bags which consisted of a vehicle size ADOT trash bag, a plastic ADOT hardhat, pencil, ice scraper and brochures for snow safety.

The students sent us many kind notes and pictures thanking us. Our crew enjoyed the smiling faces and spending the time and effort to put the program on.

We want to wish everyone a joyous holiday season! Be safe!



News from Globe Maintenance

Well winter is almost here. The new Mack's have been delivered, calibrated, and we're ready for snow. However the national weather service predicts a warm dry winter. Suits me just fine.

We are pleased to announce the promotion of Dean Gatewood to the position of Hwy. Maint. Tech. II. Dean brings a great attitude and enthusiasm to the job. Please join us in congratulating him on his promotion.

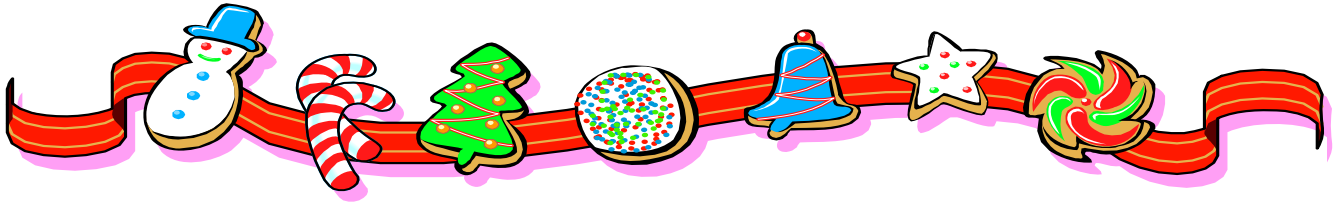
Jerry Irish has now been moved from the limited position to a permanent position. We are now fully staffed! How many times do we get to say that?

George Cutter has been selected as one of the trainers for the simulator program. Congratulations to George, Jessie, Chip and Lee. We have received some very encouraging feedback on the program. Nice work guys!

Josie, Rick, George, Jerry and Lindy attended this year's maint. conference. We got a lot of useful information, and had a good time to boot.

Justin Newby continues to attend the apprenticeship classes, and tells me all is well. He has really enjoyed the opportunity to get out and learn something new.

The new section of Hwy.188 is now open for traffic. It's really a nice section of Hwy. If you all get the opportunity take a ride out that direction, the change is amazing.



**INTRODUCING KEN RAMIREZ
PARTS SUPERVISOR – GLOBE SHOP**



The Globe Shop is proud to introduce Ken Ramirez, the new Parts Supervisor. Ken comes to us from the Holbrook Shop where he held the Parts Expediter position. He is originally from this area, now he is back home. Ken and his wife are expecting the arrival of their first child in December. Ken is a valuable addition to the Globe Shop staff. Please stop in and say hello to him.

The Globe Shop would like to thank everyone that attended our annual Customer Appreciation Thanksgiving lunch. Sixty hungry Globe District employees consumed a 22lb. turkey and a 25lb. ham. The side dishes and desserts donated by those that attended were very tasty. Everyone had a good time visiting with each other and meeting some new employees. The entire Southern Region Equipment Manager's staff was able to attend; they reported that they greatly enjoyed visiting with the district employees.

This annual lunch is our way of saying thanks to all our customers in the Globe District for working with us in maintaining and repairing your equipment and filling out the Customer Survey cards with good grades and comments.

THANK YOU GLOBE DISTRICT!



Waiting Patiently



First In Line



GLOBE DISTRICT SAFETY NEWSLETTER

ARTICLES SUBMITTED BY
GLOBE DISTRICT SAFETY TEAM



I can't believe it's already December and time to start planning for the Christmas holidays. Every year it seems that we get busier and busier planning parties, dinners, buying presents, planning trips to visit family and the list goes on. Here are a few holiday safety tips to help make this a safe and happy holiday for you and your family.

AT HOME

- Never leave lit candles unattended
- Keep candles away from trees, greenery and curtains
- Make sure artificial trees are fire resistant
- Make sure real trees are kept fresh and watered—you can test for freshness by tapping the butt of the tree on the ground; if fresh, very few needles should fall off
- Never place the tree near a heat source—fireplaces, radiators, heating ducts, space heaters, etc.
- Do not block doors or windows with the tree—they may be needed as escape routes.
- Make sure that outside lights are approved for that use
- Check light cords for frayed wires
- Never change a burnt out light with the lights plugged in
- Never use lights on a metallic tree

Remember turn off all tree or display lights before leaving the

- house or going to bed.
- Do not burn gift wrapping, boxes, cartons or other types of packing in your fireplace or wood stove.
- Do not overload wall outlets
- Shoveling snow increases heart rate and blood pressure, so warm up with stretches, and lift with your legs. If you are over 40 years old or inactive, please be more cautious.

ON THE ROAD

- Prepare your car: check the tires, the battery and fluid levels
- Be prepared for emergencies, have a jack, spare tire and wheel wrench available
- Keep a shovel, jumper cables, tool kit and a warm blanket in the car
- Emergency supplies should include; first-aid kit, ice scraper, bottled water and non perishable food items
- Make frequent stops on long trips
- **Buckle up every trip, every time!**
- Children are safest in the back seat
- Make sure children are in the right type of car seat, booster seat or seat belt.

IN THE COMMUNITY

- If you host a party, focus on:

- Fun, not alcohol
- Provide foods like cheeses and meats, they digest slower
- Have plenty of non-alcoholic drinks available

- If you go to a party designate a driver!
- If you have a teenager going to a part:
 - Verify that there will not be alcohol available
 - Make sure there will not be drugs
 - Arrange a pick up time and location
- Don't Drink and Drive!
- If you have had too much to drink, call someone
-

STRESS

- Allow time to shop
- Plan a reasonable number of errands
- Make several trips to your car to drop off gifts
- Take time for yourself
- Relax!!!
-

TOY SAFETY

- Make sure toys are suited for age
- Read the directions before giving the toy to the child

Government regulations say children under three cannot have toys with parts smaller than 1 ¼ inches in diameter and 2 ¼ inches long-they can choke

- Children under eight can choke or suffocate on balloons
- Pull toy strings should be less than 12 inches to avoid strangulation

The Globe District Safety team would like to wish everyone a very Merry Christmas and a Happy New Year!!!!



